



COLORADO

Division of Human Resources

Department of Personnel
& Administration

FY 2015-16 Plan Year

Optional Life Insurance Rates

FY 2015-16 Monthly Premium Rates

Premium Deductions listed below are taken directly from your paycheck.

	Employee		Spouse		Child(ren)
Monthly Premium Cost per \$10,000 of coverage (based on employee or spouse age as of 12/31/2014)	Under age 30	\$0.60	Under age 30	\$0.80	Option 1. The monthly premium for \$5,000 coverage is \$0.50 per month per family unit
	Age 30-34	\$0.80	Age 30-34	\$1.00	
	Age 35-39	\$0.80	Age 35-39	\$1.20	
	Age 40-44	\$1.00	Age 40-44	\$1.20	
	Age 45-49	\$1.00	Age 45-49	\$1.80	
	Age 50-54	\$1.60	Age 50-54	\$2.60	Option 2. The monthly premium for \$10,000 coverage is \$1.00 per month per family unit
	Age 55-59	\$2.80	Age 55-59	\$4.60	
	Age 60-64	\$4.60	Age 60-64	\$6.80	
	Age 65-69	\$9.20	Age 65-69	\$13.40	
	Age 70 and Over	\$13.80	Age 70 and Over	\$21.20	
Minimum amount of Coverage	\$10,000		\$10,000		\$5,000
Maximum amount of Coverage	\$500,000		\$250,000 <i>Spouse coverage may not exceed 50% of the Employee's coverage</i>		\$10,000 <i>Child coverage may not exceed 50% of the Employee's coverage</i>
Purchase Units	Employee coverage must be purchased in units of \$10,000		Spouse coverage must be purchased in units of \$10,000		Child coverage must be purchased in units of \$5,000

Imputed Income on Life Insurance

According to the Internal Revenue Code (IRC) regulations (IRC Section 79), group term life insurance coverage in excess of \$50,000 may be subject to federal taxes based on a graduated rate table provided by the IRC. The amount of life insurance in excess of \$50,000 is multiplied by a premium rate based on an employee's age as of the end of the calendar year, which results in a monthly amount of imputed income. This imputed income, reduced by the amount of premium the employee paid toward the insurance, is taxable as a benefit and is, therefore, added to the employee's applicable wage base.

